

## **APPENDIX A- Cover Sheet**

### **Tennessee College of Applied Technology Oneida/Huntsville**

2019 Governor's Investment in Vocational Education (GIVE)

Investing in Vocational Education in Three Distressed Counties

Tennessee College of Applied Technology Oneida/Huntsville

Tennessee College of Applied Technology Oneida/Huntsville

#### **IN PARTNERSHIP WITH:**

1. East Tennessee Labor and Workforce Board
2. Pellissippi State Community College and Somerset Community College
3. Oneida Special School District, Scott County Schools, Morgan County Schools, Fentress County Schools, and York Institute
4. 16 Employer Partners in 3 Distressed Counties

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Funding requested:

\$1,000,000



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**President of Higher Education  
Institution (Fiscal Agent)**



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**Project Director (Lead Entity)**

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## **Project Summary**

The Tennessee College of Applied Technology Oneida/Huntsville wishes to submit a Governor's Investment in Vocational Education (GIVE) Grant in the amount of one million dollars. Funding from the GIVE Grant will address the vocational education needs in the three distressed counties of Scott, Morgan and Fentress. These three counties have among the lowest per capita income, highest unemployment, highest high school dropout rates and fewest employment opportunities in Tennessee. The Tennessee College of Applied Technology Oneida/Huntsville has two campuses in Scott County and has dual enrolled classes in both Morgan and Fentress Counties. The GIVE Grant proposal will expand dual enrollment opportunities in all three counties and will open or new post-secondary programs in each county. The College has sought input from local elected officials, secondary school administrators, county chamber of commerce directors, local industries, area allied health providers, agriculture production and criminal justice officials to identify the most "in demand" jobs in each of the three counties in order to develop training programs to address the skills needed to fill these jobs. We reviewed employment data and future employment needs to assure the College is providing the training that will assure residents of Scott, Fentress and Morgan Counties are able to obtain a livable wage once they are trained.

The TCAT Grant proposal contains a strong work based learning component and has the support of the industrial partners, criminal justice partners and school officials. We propose doing more to recruit students as early as 7<sup>th</sup> grade to look at vocational education by offering Summer Technical Academy. The GIVE Grant will provide an articulation pathway for secondary dual enrolled students to articulate hours into a TCAT and on to an associate's degree with two area community colleges.

After reviewing data and surveying employers, chambers, and county officials we found the greatest need in Scott County to be:

- Industrial Maintenance/Plastic Injection Molding.
- Building Construction Technology

The Greatest employment opportunities in Morgan County could be addressed by training:

- Welding Technology
- Criminal Justice: Correctional Officer (Morgan County Regional Correctional Complex is largest employer)
- EMT/AEMT

The Fentress County information indicated the greatest skills needs in Fentress County are:

- Welding Technology
- Farming Operations Technology (Agriculture is largest employer in Fentress County)
- EMT/AEMT

## **Section 1: Demonstration of Need**

The GIVE Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville is aligned with the Drive to 55 goals. GIVE Grant funding will be used to open new programs in the three (3) distressed counties of Scott, Fentress and Morgan. These new programs will increase the number of certificates and diplomas by providing new skills training opportunities specific to the employment needs in each of the three (3) distressed counties. Students enrolled in these programs will achieve nationally recognized certifications and have the opportunity to participate in a paid work based learning experience that will assist in employment after they graduate. All programs funded by the grant will provide the skill sets needed to earn a livable wage at an industry, prison/jail or ambulance authority in their specific home counties or within a reasonable commute from their home. The programs being requested have been selected by using TNECD Data, 2018 LEAP Occupational Analysis, Jobs4TN, Individual County Profiles and THEC Reports. The College's administration has also involved county leaders, chamber representatives, secondary partners, post-secondary partners, local workforce board representatives, manufacturers in the region, local ambulance authorities, and jail and prison representatives to determine the largest skills gap in each of the three distressed counties and know best to fill the training needed. When all data and input was obtained, we found the following to be the greatest skills needed:

**Building Construction Technology** (Taught in Scott County) – TCAT Oneida/Huntsville proposes opening a new post-secondary program at the Oneida Campus using GIVE Grant funding. The addition of this new program will provide new dual enrollment opportunities and an articulation path for students enrolled at Morgan County Career & Technical Center (Morgan

County), Scott High School (Scott County), Oneida High School (Scott County), York Institute (Fentress County) and McCreary County, Kentucky High School Students. TCAT

Oneida/Huntsville is also preparing to offer post-secondary training in Building Construction to incarcerated prisoners at Morgan County Regional Correctional Complex (State Prison) in partnership with Tennessee Department of Corrections and THEC.

Please see Appendices I: Building Construction Support Documentation. It

includes data from TN Hot Careers 2024 and LWDA 4 Hot Careers 2024 taken from Jobs4TN.

LEAP 2018 Educational Analysis Occupations with high employer demand in the construction field, County Profile data for Scott, Morgan and Fentress County. There are support letters from Brewster Builders that commits to offer work based learning opportunities to 5 post-secondary and 3 secondary students and Keystone Construction that commits to offer work based learning opportunities to 3 post-secondary students and 2 secondary students.

**Industrial Maintenance/Plastic Injection Molding** (Taught in Scott County) – The Tennessee College of Applied Technology Oneida/Huntsville proposes using GIVE Grant funding to open an Industrial Maintenance/Mechatronics program at the Oneida Campus. This program will offer dual enrollment opportunities for students at Morgan County Career & Technical Center (Morgan County), Scott High School (Scott County), Oneida High School (Scott County), Alvin C. York Institute (Fentress County) and Clarkrange High School (Fentress County). It will provide the college the opportunity to offer much needed and requested special industry training. The program will include a certificate in Plastic Injection Molding and Mold Repair. Two of Scott County's largest industries are JDS Technologies and Takahata Precision and both are in desperate need of operators in plastic mold production and also mold repair. Many Scott

Countians travel to Anderson County to work at three of that counties largest industries. SL Tennessee, Aisen and Eagle Bend all have immediate and critical needs for industrial technicians, plastic injection operators and mold repair technicians. The College has articulation agreements with Somerset Community College and Pellissippi State Community College to articulate TCAT hours towards an Associate's Degree.

Please see Apprentices II for support data which includes TN Hot Careers to 2024, LWDA 4 Hot Careers to 2024. LWDA 7 Hot Careers to 2024, taken from Jobs4TN, LEAP 2018 Occupational Analysis Data, County Profiles for Scott, Morgan, Fentress and Anderson Counties. You will also find support letters from Tennier Industries that commits to providing work based learning opportunities for 5 post-secondary and 5 secondary students, JDS that commits to 5 post-secondary students and 5 secondary students and Takahata that commits to 5 post-secondary students and 5 secondary students.

**Criminal Justice: Correctional Officer** (Taught in Morgan County) – The Tennessee College of Applied Technology Oneida/Huntsville will open a post-secondary Criminal Justice: Correctional Officer program at the secondary campus of Morgan County Career & Technical Center if GIVE Grant Funding is approved. The program would offer dual enrollment opportunities to secondary students at Morgan County Career & Technical Center in its first year and expand to other secondary partners in Scott and Fentress Counties after year one. Morgan County has a very limited industrial base and Morgan County Regional Correctional Complex (MCCX) is the largest employer in Morgan County. The prison is having a very difficult time hiring enough correctional officers to fulling staff the complex. Sheriffs in Scott, Morgan and Fentress Counties are also having a very difficult time employing jail correctional officers. There is a



large Federal Prison located in McCreary County, Kentucky that borders Scott County to the North and would hire correctional officers trained in the Criminal Justice: Correctional Officer Program. This program was recently approved by TBR for TCAT Elizabethton. Somerset Community College would offer TCAT program graduates the opportunity to articulate hours towards an associate's degree.

Please see Apprentices III for support data which includes TN Hot Careers to 2024, LWDA 4 Hot Careers to 2024. LWDA 7 Hot Careers to 2024. From Jobs4TN, LEAP 2018 Occupational Analysis Data, County Profiles for Scott and Morgan Counties. You will also find support letters from Tennessee Department of Corrections that commits to 10/year WBL opportunities and Scott County Sheriff that commits to 5 WBL opportunities/year.

Farming Operations Technology (Taught in Fentress County) - The Tennessee College of Applied Technology Oneida/Huntsville proposes opening a post-secondary Farm Operations Technology program that will be taught at York Institute. The program would create dual enrollment opportunities for vocational agriculture students at Morgan County Career & Technical Center (Morgan), Scott High School (Scott), Clarkrange High School (Fentress) and York Institute (Fentress). This program will mirror the program offered at TCAT Crump. Fentress County has very few manufacturing jobs available. Farming operations is the largest employer in the County. Fentress County has a lot of diversity in agriculture operation. The County has large cow/calf operations, beef cattle grounding operations, commercial greenhouses, row/crops, logging and timber industries and most recently several hemp production. There are no post-secondary opportunities available to students in Fentress County short of a Bachelor's degree from a University such as Tennessee Tech University of

Tennessee. TCAT Oneida/Huntsville will work with Tennessee Tech and other colleges and universities to develop an articulation pathway for students graduating for the program.

Please see Appendices IV that will provide data that was reviewed and agriculture partners to determine a need. Included will be LEAP 2018 Occupational Analysis, Morgan and Scott County Profiles Tool. You will find letters of support from Stewart Farms that have committed to 3 secondary students for Work Based Learning opportunities. Bledsoe Farms which have committed to 3 post-secondary students and 3 secondary students for Work Based Learning opportunities. Also included are letters of support from the County Extension Agent and Turner Farms.

Emergency Medical Technicians/Advanced Emergency Medical Technicians in Morgan and Fentress County - The Tennessee College of Applied Technology is seeking Give Grant funds to expand EMT/AEMT training into Fentress and Morgan Counties. TCAT Oneida/Huntsville is one of three TCATs statewide that offers Emergency Medical Technicians (EMT) and Advanced Emergency Medical Technicians Training at our Oneida Campus. This grant would allow the college to offer the 6 month EMT program in Fentress and Morgan. We have surveyed all of the Ambulance Authorities in the region and have found there is a huge shortage of EMT/AEMT certified people. The GIVE Grant funding will allow the College to expand into Morgan and Fentress Counties. TCAT Oneida/Huntsville has an agreement with Somerset Community College to articulate TCAT hours towards a Paramedic associate's degree.

Please see Appendices V that will provide data from Tennessee Hot Careers to 2024, Jobs4TN.gov to support the expansion of EMT/AEMT training into Morgan and Fentress County. There are also support letters from Morgan, Scott and Fentress County Ambulance Authorities

outlining their critical need for EMT/AEMTs and projection of how many that are needed over the next year.

**Welding Technology Program** (Taught in Morgan and Fentress County in the evening at Partnering High Schools) – The Tennessee College of Applied Technology Oneida/Huntsville presently dual enrolls secondary students at Morgan County Career & Technical Center (High School), York Institute (Fentress County) and Clarkrange High School (Fentress County) in Welding Technology. Providing post-secondary training opportunities in the evening will allow students in the distressed counties of Morgan and Fentress to obtain a post-secondary diploma or certificate. Graduates will be able to articulate a TCAT Diploma toward an Associate's Degree at Pellissippi State Community College. This will provide a seamless training opportunity for secondary dual enrolled students to articulate hours towards a post-secondary TCAT diploma and then articulate that diploma towards an associate's degree from Pellissippi State Community College. TCAT Oneida/Huntsville enrolled prisoners at Morgan County Regional Correctional Complex (State Prison) in Welding Technology on September 3, 2019. The College stands ready to enroll incarcerated prisoners at both Scott and Morgan County jails in Welding Technology by mid-October. The TCAT has funding to be able to offer the first of its kind post-secondary training to incarcerated state and federal prisoners in Welding Technology. Please see Appendices VI for support data for offering post-secondary welding in Fentress and Morgan Counties is supported by Tennessee Hot Careers to 2024, Jobs4TN.gov, and LEAP 2018 Occupational Analysis. You will find support letters for many of the local Welding employers in the area and WBL commitments by Great Dane.

**Livable Wages**

The GIVE Grant Proposal offers seven new training programs in the distressed counties of Scott, Morgan and Fentress. In Fentress County, the College will offer Welding Technology, Emergency Medical Technician, and Farm Operations Technology. In Morgan County, the College will provide training in Welding Technology, Criminal Justice: Correctional Officer and Emergency Medical Technician. In Scott County, TCAT Oneida/Huntsville will offer Industrial Maintenance/Plastic Injection Molding and Building Construction Technology. The College has used labor market data to assure all of these programs will train for occupations that offer livable wages using the MIT Living Wage Calculator. See Appendices VIII for livable wage documentation by County and by Program.

#### **Clear Connections between local need and planned articulation**

The College has identified the “skills gap” in each county. We have worked with local employers, county officials, chamber of commerce, and workforce boards to assure we are providing these skills sets. Please see support letters in Appendices I-VI that document that the GIVE Grant will address training needs.

#### **Higher Education Attainment**

The GIVE Grant will fund 7 new programs that have the capacity of 15-20 students each. Six of the programs will offer new dual enrollment opportunities for secondary students. Five of the new program will offer a pathway for a TCAT Graduate to be able to articulate hours toward an Associate’s Degree at either Somerset Community College and/or Pellissippi State Community College.

#### **Local Employment Need**

Please see Appendices I-VI that documents that 16 employers in the three county region have offered their support for the grant activities and credentials offered.

#### **Chamber of Commerce Analysis of Labor Market**

Please see Appendices XII. The Chamber of Commerce in Morgan, Scott and Fentress Counties have been a part of the Collaborative that determined the needs for their individual counties. You will find letters of support and their individual analysis.

**Section 2: Program Plan - Detailed Time Line** – Please see Appendices VII for a detailed time line for the GIVE Project

**Measurable Objectives** - A Work Based Learning Coordinator would be given the task of tracking the measurable objectives of the GIVE Grant funded programs. These would include meeting COE standards of 60% retention, 70% placement in the field of study and 70% licensure for applicable programs. All programs funded by the grant will have dual enrollments except EMT/AEMT. These numbers will be tracked by the College Career Coach. All programs have commitments for local employers for Work Based Learning opportunities except EMT/AEMT. The Work Based Learning Coordinator will be responsible to oversee the WBL training for both secondary and post-secondary students. Classroom instructors and the College Career Coach will track students' progress in obtaining nationally recognized certifications.

#### **The Governance and Accountability Plan**

There will be a GIVE Grant Board appointed that will also serve as the Work Based Learning Board using representatives from each member of the collaborative and from each of the 3 counties. All of the members of this proposed board have been very involved in the GIVE Grant application and will meet again once the Grant is announced. They will develop a job

description, advertise and hire a Work Based Learning Coordinator. This Executive Committee will assist in equipment purchases, and hiring both adjunct and full time instructors. The fiscal responsibility of the Grant will be TCAT Oneida/Huntsville. The President and Business Office Manager of the College have vast experience in overseeing both state and federal grants. Please see Appendices XIV for GIVE/Work Based Learning Board of Directors.

#### **Proposal aligns with workforce data and Drive to 55 goals**

The College used data from TNECD, 2018 LEAP Occupational Analysis, Jobs4TN, County Profiles and THEC Reports to determine which programs were most needed in each of the 3 distressed counties of Morgan, Scott and Fentress. Training programs that are proposed will offer livable wages and are specific to each county.

The funding of this GIVE Grant will have a large impact in the Drive to 55 Initiative by increasing the number of certificates and diplomas in Scott, Morgan and Fentress Counties by offering these new programs of study. Adding new training opportunities that have never been available locally before will assure more residents of these 3 counties pursue post-secondary training.

#### **Proposal Includes Work Based Learning**

The GIVE Grant funding will create a strong Work Based Learning Program that presently does not exist for either both secondary and post-secondary students. TCAT will develop this program using the Work Based Learning Implementation Guide provided in the THEC website in the development of the program. The work Based Learning governing board will have oversight of the program. The Work Based Learning Coordinator will oversee the day to day operation.

#### **Training Equipment**

All training equipment purchased by the GIVE Grant funding will be comparable with equipment used by the employers in the region. A detail of equipment to be purchased is outlined in the budget.

**Signed Memorandums of Understanding** - You will find in Appendices IX – signed

Memorandums of Understanding with the partners in Fentress, Scott and Morgan Counties. All partners agree to share data and provide a representative on the Work Based Learning Board.

**Proposal WBL Experiences/Capstone WBL Experience**

<b>Industrial Maintenance/Plastic Injection Molding</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Tennier	5	5
JDS	5	5
Takahata	5	5

<b>Criminal Justice: Correctional Officer</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Department of Corrections	10/year	
Scott County Jail	5/year	

<b>Welding Technology</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Great Dane	5	5

<b>Farm Operations Technology</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Stewart Farms		3
Bledsoe Farms	3	3

<b>Building Construction Technology</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Brewster Builders	5	3
Wilson Builders	3	2

**Secondary to Post-Secondary Pathways**

<b>Dual Enrollment Grant</b>	<b>TCAT</b>	<b>Community College</b>
Criminal Justice: Correctional Officer – Available to all 5 secondary partners	TCAT Diploma	Associates Degree from Somerset Community College
Industrial Maintenance – Available to all 5 secondary partners	TCAT Diploma	Associates Degree from Pellissippi State or Somerset Community College
Building Construction Technology – Available to all 5 secondary partners	TCAT Diploma	5
EMT/AEMT – Pilot proposed at Clarkrange High School	TCAT Diploma	Paramedic Associates Degree from Somerset Community College
Farm Operations Technology – Available at all 5 secondary partners	TCAT Diploma	Plan to work on articulation with other colleges
Welding Technology – Available to all 5 secondary partners	TCAT Diploma	Associates Degree from Pellissippi State Community College

**Supporting Students in Work Based Learning Experience**

The program instructor will be very involved in both the placement of students and oversight of students while they are in a WBL experience. The WBL Coordinator will be available to students and will visit regularly with employers.

Letters of Support from employers committed to Work Based Learning experiences, see Appendices I-VI for each program that will be offered.

### Work Ethics

The Tennessee College of Applied Technology will do 6 hours per trimester of all post-secondary students using the curriculum developed by the University of Georgia and students will be graded on Worker Ethics. TCAT Oneida/Huntsville will provide Tennessee Work Ethic Certificate/Diploma opportunities for all dual enrolled secondary students. These will be overseen by the campus Career Coach. See Appendices XIII for the Worker Ethics Diploma that will be provided to secondary students.

### Support Services

The Tennessee College of Applied Technology will provide extended hours for both secondary and post-secondary students at both the Huntsville and Oneida Campuses to use computer labs. The College has Chromebooks and laptops available for use by students. The career center will work with students to help them enroll in a program and assist in employment opportunities upon completion of a program. The career centers in each of the three distressed counties are committed to assist qualified students with necessary last case dollars towards assistance such as testing fees, gas assistance, workforce test, etc. The Tech Foundations Program at the Oneida/Huntsville TCAT Campus will be available for students needing academic assistance or testing. The student services department will work with



students in barrier removal by directing them to available help agencies. Instructors are available to students for one hour after class each day. Instructors have available time in the afternoons to assist students. See Appendices XI.

#### **Opportunity for Educators to give industry knowledge**

Full time and adjunct teachers hired by GIVE Grant funding will be required to go to TBR new teacher orientation. After they are hired, but before students are enrolled in their class, new instructors will be allowed time to visit similar programs at other post-secondary institutions. New Teachers will shadow the seasoned teacher and observe a successful program. New instructors will be allowed to visit and spend time with employers that are needing the skills being taught in the program. If new equipment is purchased, teachers will be sent to training to better understand its role and how it is comparable with what is used by our partnering employers. Each program will have an advisory board of industry leaders that will be available to assist.

#### **2018-2019 Dual Enrolled Numbers**

Secondary students that were dual enrolled through TCAT Oneida/Huntsville for the 2018-2019 fiscal year from each partnering high school were 73 students from Oneida High School, 137 students from Scott High School, 15 students from Morgan County Schools, and 90 from York Institute. Almost all of these students were on free or reduced lunch. They are 75% male and 25% female. Scott, Morgan and Fentress Counties are about a 98% Caucasian population. The race/ethnicity of dual enrolled students will mirror the general population.

#### **The Program aligns with other local workforce incentives/goals**

The GIVE Grant proposed will align with the recently funded USDA Grant of \$75,000 to purchase equipment to be used at the Oneida Campus and \$50,000 to purchase welding equipment for the York Institute Campus. TCAT administration has worked with Morgan County, Scott County, and Fentress County School Directors to align both next year and this year's SPARC funding to enhance and expand secondary programs that will be developed by the GIVE Grant. Each county received \$75,000 last year and are projected to receive \$75,000 this year. TCAT Oneida/Huntsville is working with the Department of Labor, THEC, and TBR to expand welding training at Scott County jail, Morgan County jail, and Morgan County Regional Correctional Complex. We also expect to offer Building Construction and Computer Information Technology to incarcerated prisoners at Morgan County Regional Correctional Complex as early as January 1, 2020 in a pilot program supported by THEC, TBR, and TDOC.

**Time Line** – Please see Appendices VII for a detailed time line that starts July 15, 2019 and goes through May 2022.

**Section 3: Strength of Partnership - Letters of Support** – The GIVE Grant Proposal contains letters of support for 16 employers committed to the Grant Activities. Most have agreed to provide work based learning opportunities, serve on Advisory Boards, assist with curriculum and equipment purchases and hire graduates. See Appendices I-VI

**MOUs with Higher Education** – TCAT Oneida/Huntsville has MOUs with Somerset Community College in Somerset, Kentucky and Pellissippi State Community College to articulate hours towards an associate's degree in the following new programs offered as a result of GIVE Grant Funding: Welding Technology, EMT/AEMT, Criminal Justice: Correctional Officer, Industrial Maintenance/Plastic Injection Molding. See chart in Section 2. See Appendices X.

**Proposal Details How each partner will carry out grant activities** – TCAT Oneida/Huntsville has MOUs with partners in Fentress, Morgan and Scott Counties that designates how each partner will carry out grant activities. See Appendices IX.

**Proposal contains MOUs that outlines each partner's benefits, roles and responsibilities** – See Appendices X.

### **Section 5: Sustainability**

Six of the seven programs funded with the GIVE Grant will open new opportunities to increase dual enrollments in all three distressed counties. All seven programs will provide new post-secondary students. We expect that the programs once full operational to have up to 140 new post-secondary training students and approximately 200 new dual enrollment students. See Appendices XV for break down.

Tuition for post-secondary and dual enrollments will help sustain the program. In most cases, the College will use adjuncts to teach the classes which results in a large savings in personnel cost. Opening these high demand programs in each county will provide opportunities to offer special industry training for incumbent workers that will provide special industry training. We expect to offer special industry training for companies needing incumbent workers in Industrial Maintenance/Plastic Injection Molding, Welding Technology and Criminal Justice. These will provide additional funding to sustain the program.

The major equipment purchased are the Plastic Injection Molding trainers. We have two major plants in Scott County that have offered their assistance in maintenance of equipment. They have also committed to provide molds for free to be used in the program. The welders purchased are in addition to welders that we already have at Morgan and Fentress

Counties. Several will be provided by the same company that services welders at the main campus.

The WBL training established will continue because of the critical need for skills training offered in these new programs. The local career centers have available OJT training dollars that have not been used in prior years and is expected to be available to be used by WBL co-ops and internships for the upcoming years. You will find letters outlining work based learning partners. Each have indicated an excitement and willingness to continue a successful work based learning program after the end of the grant period. You will find letters of commitment to not only serve on the board but also provide continual WBL opportunities. The WBL Board will continue operation after the Grant is completed.

#### **Section 6: Economic Status Acknowledgement**

The proposal submitted by Tennessee College of Applied Technology Oneida/Huntsville implements a new program of work based learning, market drive, early post-secondary and industry informed program in the distressed counties of Scott, Morgan and Fentress Counties.

## APPENDIX B- Budget

GRANT BUDGET				
<b>GIVE Program Competitive Grant</b>				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: October 24, 2019 END: April 25, 2022				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	474,000	0.00	474,000
4, 15	Professional Fee, Grant & Award <sup>2</sup>	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	35,000	0.00	35,000
11, 12	Travel, Conferences & Meetings	15,000	0.00	15,000
13	Interest <sup>2</sup>	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	95,000	0.00	95,000
17	Depreciation <sup>2</sup>	0.00	0.00	0.00
18	Other Non-Personnel <sup>2</sup>	0.00	0.00	0.00
20	Capital Purchase <sup>2</sup>	381,000	0.00	381,000
22	Indirect Cost	0.00	0.00	0.00
24	In-Kind Expense	0.00	0.00	0.00
25	<b>GRAND TOTAL</b>	<b>1,000,000</b>	<b>0.00</b>	<b>1,000,000</b>

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded.

## Detailed Budget

### Personnel Salaries:

#### Full Time Instructor Industrial Maintenance/Plastic Injection Molding

- Salary \$45,000
- Benefits Insurance, Retirement, Median Social Security \$25,000

#### Full Time Instructor Building Construction

- Salary \$45,000
- Benefits Insurance, Retirement, Median Social Security \$25,000

#### Work Based Learning Coordinator

- Salary \$45,000
- Benefits \$25,000

#### Criminal Justice Adjunct Instructor

- Salary \$40,000
- Benefits SS + Medical \$4,000

#### EMT/AEMT Adjunct Instructor Morgan County

- Salary \$40,000
- Benefits SS + Medical \$4,000

#### EMT/AEMT Adjunct Instructor Fentress County

- Salary \$40,000
- Benefits SS + Medical \$4,000

#### Farm Operations Adjunct Instructor

- Salary \$40,000
- Benefits \$4,000

#### Welding Adjunct Instructor Morgan County

- Salary \$40,000
- Benefits \$4,000

#### Welding Adjunct Instructor Fentress County

- Salary \$40,000
- Benefits \$4,000

Equipment:

EMT/AEMT Equipment	\$30,000
Criminal Justice Equipment	\$20,000
Industrial Maintenance/Plastic Injection Molding Trainers	\$231,000
Building Construction Equipment	\$60,000
Farm Operation Technology Equipment	\$20,000
Criminal Justice Equipment	\$20,000
Travel	
• Work Based Learning Coordinator	\$5,000
• Summer Technical Academy for students & several WBL students	\$10,000
Summer Technical Academy Staff & Expenses for Summer 2020 and 2021	\$30,000
Certification Scholarships that will allow several post-secondary students to get nationally recognized certifications	\$20,000
Brochures and Printed Materials	\$5,000
WBL Stipends	
• Secondary (20 students/1000 each)	\$20,000
• Post-Secondary (30 students/1500 each)	\$45,000
Welding Supplies for Morgan and Fentress Co Programs	<u>\$30,000</u>
	<b>\$1,000,000.00</b>

# Appendices I

## Building Construction Technology

Please see highlighted Work Based Learning  
Commitment



## Appendices I: Building Construction – Scott County

### Employment Data:

Data sources to support this program being offered:

Occupation	# Needed/Year	Salary
Electrician	400	\$46,059
Plumbers, Pipefitters, and Steamfitters	175	\$46,057

Note: Information obtained from Tennessee Hot Career 2024, Jobs4TN.gov

Occupation	# Needed/Year	Salary
Electrician	30	\$54,068

Note: Information obtained from Hot Careers to 2024 LWDA 4

- LEAP 2018 Educational Analysis – Occupations with high employer demand
  - Construction Managers are high employer demand in all nine regions of the state which includes Scott, Morgan and Fentress Counties.
  - Carpenters is high employer demand in 6 of the state regions which includes Scott, Morgan and Fentress County.
  - Concrete Mason and Concrete is high employer demand in all 9 regions of the state which includes Scott, Morgan and Fentress.
  - Construction Laborer is high employer demand in 5 of the state regions which includes Morgan and Scott.
  - Electricians are high employer demand in 7 of the state regions which includes Scott and Morgan.
  - Plumbers, Pipefitters and Steamfitters are high employer demand in 8 of the state regions which includes Morgan and Scott.

- Helpers – Electricians are employer with high employer demand in 7 of the 9 regions which would include Scott, Morgan and Fentress Counties.
- Helpers Construction traits all other are high employer demand in 2 regions which includes Fentress County.

Typical Salary for Construction Type Workers

County	Employment	Average Salary
Anderson	894	\$58,222
Fentress	102	\$40,728
Morgan	61	\$45,522
Scott	326	\$44,371

Note: Information obtained from using the County Profiles

Letters of Commitment from Partners

- Keystone
- Building

Work Based Learning Commitment

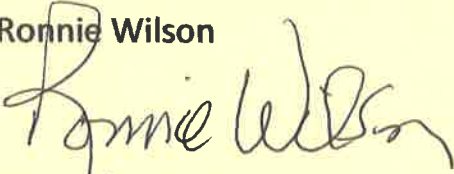
	<u>Secondary</u>	<u>Post-Secondary</u>
• Keystone Group	2	3
• Brewster Builders	3	5

**Keystone Group of Scott County  
708 Cooper Lake Road  
Oneida, Tn. 37841**

Dear President Murphy,

I would like to offer my complete support for the Tennessee College of Applied Technology Oneida/Huntsville's GIVE Grant proposal that would allow the College to offer Building Construction Technology. Like all businesses throughout the region, we are finding it difficult to find skilled carpenters, framers, masons and plumbers. This is a workforce that is aging and there is not enough younger people being trained to meet the industry's needs. Scott High School, Morgan County Career & Technical Center and York institute all have secondary building trades programs, but there is no post-secondary training available for students to attend that would make them skilled tradesmen. If you are successful in securing the GIVE Grant, my company would commit to offering 3 paid work based learning co-op opportunities for post-secondary students nearing the end of their training and 2 paid work based learning internships opportunities to secondary students that are 18 years old or older over the next 36-month period. I will be happy to sit on the program advisory board and assist in program curriculum and program start up. If you have questions, please feel free to contact me.

Ronnie Wilson



Managing Partner

Keystone Group of Scott County

423-539-9099

ronniew@highland.net



## *Brewster Builders, Inc.*

*P. O. Box 4219*

*439 Industrial Lane*

*Oneida, Tennessee 37841*

*(423)569-5363 (423)569-5304 [Fax#]*

*brewsterbldr@highland.net*

August 30, 2019

Mr. Dwight Murphy  
TCAT Oneida/Huntsville  
355 Scott High Drive  
Huntsville, TN 37756

Dear Mr. Murphy,

Brewster Builders have been in the construction business for many years in Scott County. Our work ranges from remodeling, to new home construction, large manufacturing factories and commercial buildings. Our company is having a very difficult time hiring skilled carpenters, plumbers, masons and electricians. There is not enough young people being trained in these fields to meet the ever increasing needs. We fully support the opening of a Building Construction Technology program being proposed in the GIVE Grant request being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. We have immediate employment needs for the different types of skills that will be taught in this program. We would commit to participate in a paid work based learning co-op opportunity for 5 post-secondary students and also a paid work based learning opportunity for 3 secondary students that are in the program and are over 18 years old.

In closing, we are very pleased that TCAT Oneida/Huntsville has targeted Building Construction Technology as a program that the College would be able to offer if you are successful with GIVE Grant funding. Our Company will be happy to assist in curriculum development, serve on the advisory board, and hire program graduates. If you have questions, please feel free to contact me.

Very Truly Yours,

BREWSTER BUILDERS, INC.

A handwritten signature in blue ink that reads "David Brewster". The signature is fluid and cursive, with the first name "David" being more prominent than the last name "Brewster".

David Brewster  
President

# Appendices II

## Industrial Maintenance/Plastic Injection Molding

Please see highlighted Work Based Learning  
Commitment and Support Letters

## Appendices II: Industrial Maintenance/Plastic Injection Molding – Scott County

### Employment Data:

Occupation	# Needed/Year	Salary
Electricians	400	\$46,059
Industrial Machining Mechanics	320	\$48,808

Note: Information obtained from Tennessee Hot Careers to 2024, Jobs4TN.gov

Occupation	# Needed/Year	Salary
Maintenance and Repair Workers (General)	80	\$37,707
Electricians	30	\$54,068
Maintenance Workers Machinery	30	\$51,795

Note: Information Obtained from Hot Careers to 2024 LWDA 4, Jobs4TN.gov

Occupation	# Needed/Year	Salary
Maintenance and Repair Workers (General)	35	\$31,126

Note: Information Obtained from Hot Careers to 2024 LWDS 7, Jobs4TN.gov

- LEAP 2018 Occupational Analysis Data
  - Computer Controlled Machine Tool Operators Metal or Plastic – This occupation has high employer demand in 4 regions including East which includes Scott and Morgan. This occupation is labeled by TNECD as being in three Industry Clusters.
  - Molding, Core making and Casting Machine Setter Operators and Tenders Metal and Plastic – This occupation has high employer demand in 6 regions including East which includes Scott and Morgan Counties. This occupation is labeled by TNECD as key to Industry Clusters.
- The County Profile indicates the industries listed below would need the training offered in an Industrial Maintenance/Mechatronics Program

### Scott

Employer	
Great Dane	327
Tennier	295
Takahata	200
JDS Technologies	135

### Fentress

Employer	
Micro Metals	95

### Anderson

Employer	
SL Tennessee	1,100
Aisen Automobile Casting	850
Eagle Bend	600

#### Letters of Commitment

- Tennier Industries
- JDS
- Takahata

#### Work Based Learning Commitment

#### Secondary

#### Post-Secondary

- Tennier
- JDS
- Takahata

5

5

5

5

5

5

August 27, 2019

TCAT Oneida/Huntsville  
355 Scott High Drive  
Huntsville, TN 37756

Dear Mr. Murphy,

JDS Technologies is one of the larger industries in Scott County. We recently opened a second operation in Scott County to help handle our growing manufacturing business. We have currently have 172 employees and expect to increase that number to near 300 in the next 24 months. We are having a difficult time hiring trained industrial maintenance technicians with general skills in robotics, hydraulics, pneumatics and plastics injection molding. Currently there are no programs locally available to train these skill sets. We fully support the Tennessee College of Applied Technology Oneida/Huntsville's proposal to open an Industrial Maintenance/Mechatronics program that would include a certificate in Plastic Injection Molding and Mold Repair.

JDS is committed to assist in helping TCAT Oneida/Huntsville develop a Work Based Learning program that will provide a pipe line of employees for our company and companies surrounding Scott County. We would commit to provide 5 paid work based learning co-op opportunities for post-secondary students of the Industrial Maintenance/Mechatronics program and 5 paid work based learning intern opportunities for 5 dual enrolled TCAT O/H students over the next 36 months. We welcome TCAT students to visit our manufacturing facilities. JDS will provide both the Welding and Industrial Maintenance programs and any other program with guest speakers and we have staff that currently serve on several program advisory committees for TCAT.

In closing, we fully support the GIVE Grant being submitted by TCAT Oneida/Huntsville and are committed to help make the proposal successful once it is funded.

Sincerely,

*Jerry Slaven*

Jerry Slaven, President/CEO

JS/rm





**TENNIER INDUSTRIES, INC.**



August 27, 2019

Dear President Murphy,

Tennier Industries has manufacturing facilities in both Morgan and Scott Counties. We are one of the largest employers in both counties. We support the TCAT Oneida/Huntsville's efforts to offer Industrial Maintenance/Mechatronics training through the requested GIVE Grant funding. We are having a very difficult time finding enough employees to meet our production needs. Tennier is presently hiring and expects to have a continuing need for skilled employees for the next 36 months. We presently have 500 employees at our Scott County plant and 97 employees at our Morgan County location. We have sufficient contracts that we could add 100 additional employees in the next 36 months. Tennier Industries will look to hire skilled maintenance technicians as well as general machine operators that will be trained in the Industrial Maintenance/Mechatronics program proposed by TCAT Oneida/Huntsville.

Our Company also supports the College's efforts to create a work based learning program. We would commit to work with your staff to provide paid work based learning opportunities for 5 post-secondary co-op students and 5 secondary interns over the next 30 months. Our administration is happy to provide guest speakers and provide a representative to serve on the Advisory Board of the new Industrial Maintenance/Mechatronics program. If you have questions, please feel free to contact me.

Sincerely,

Lane Duncan  
Director of Administration

August 27, 2019

Dear President Murphy,

Takahata Precision Tennessee Inc. (TPTN) fully supports the implementation of an Industrial Maintenance/Mechatronics program by the Tennessee College of Applied Technology Oneida/Huntsville. We are one of the largest employers in Scott County providing plastic injection molded products for the automotive industry. TPTN is having a very difficult time hiring skilled industrial maintenance technicians to take care of our equipment. We also are in need of plastic injection machinery operators and mold technicians. We foresee our company continuing to grow and having an increased need for these skills for the foreseeable future.

This letter will also provide our company's commitment to work with the college and provide paid work based learning opportunities for 5 post-secondary co-op students and 5 secondary interns over the next 36-month period. We are always glad to allow your college students to tour our manufacturing plant. If the GIVE Grant is funded, we will provide a representative to sit on the program advisory board and will be happy to have our staff speak to the Industrial Maintenance/Mechatronics classes.

Again, we support the TCAT Oneida/Huntsville's GIVE grant proposal and are excited that the possibility to hire qualified industrial maintenance technicians, plastic injected skilled workers and plastic mold repair technicians that will be trained in the program. If you have questions, please feel free to call on me.

Sincerely,

  
Debra Thompson

President

Takahata Precision Tennessee, Inc.

# Appendices III

## Criminal Justice: Correctional Officer

Please see highlighted Work Based Learning  
Commitment and Support Letters

### Appendices III: Criminal Justice: Correctional Officer – Morgan County

#### Employment Data:

- LEAP 2018 Occupational Analysis Data
  - Probation Officer and Correctional Tactual Specialist which includes high employer demand in 8 of the state's regions. Scott, Morgan and Fentress County are all on the data.
  - Security Guards has high employer demand in 6 of the state's regions. Scott, Morgan and Fentress are all listed.
- County Profile Data (Morgan County)
  - The Tennessee Department of Corrections is the second largest employer in Morgan County with 744 employees. The Morgan County School System is the only larger employer in the County. The United States Prison in McCreary County, Kentucky is located 6 miles north of the Scott County line. They house 1,471 inmates at this federal prison with over 500 employees. They hire correctional officers from Scott, Morgan and Fentress Counties. Morgan County Regional Correctional Complex can house 2,441 offenders and it has 744 employees.

Employer	Occupation	Beginning Salary
USP McCreary County, KY	Correctional Guard	\$41,868
Morgan County Regional Correctional Complex	Correctional Officer	\$32,500

Letters of Commitment

- Morgan County Regional Correctional Complex
- Scott County Sheriff
- Morgan County Sheriff

Work Based Learning Commitments

Post-Secondary

- |                        |         |
|------------------------|---------|
| • MCCX                 | 10/year |
| • Scott County Sheriff | 5/year  |

## County of Scott, Tennessee

## OFFICE OF SHERIFF

Ronnie Phillips  
Sheriff

(423) 663-3111

August 29, 2019

Dwight Murphy  
President  
Tennessee Technology Center of Huntsville  
355 Scott High Drive Huntsville, TN 37756

Dear President Murphy,

The Scott County Jail houses over 150 state and local prisoners. We are having a very difficult time in finding correctional officers to help take care of the jail population. The Criminal Justice: Correctional Officer training program being proposed as part of the GIVE Grant Application would assist in hiring trained officers. This would allow your program graduates to come into the jail with a working knowledge of what is expected in the job. I have reviewed the curriculum and think it addresses the training needed.

I expect that we will hire at least 5 new correctional officers per year over the next three years. Many times our officers leave us to work for McCreary County, KY Federal Prison or Morgan County Regional Correctional Complex (State Prison), so we have a continuous need for officers. I would be more than happy to sit on your program advisory board. We would also work with the program to provide 5 post-secondary students in a paid work based learning opportunity over the next 30 months. If you have questions, please feel free to contact me or Jail Administrator, Captain Aaron Evans. I remain,

Respectfully yours,

A handwritten signature in black ink, appearing to read "Ronnie Phillips", written over a horizontal line.

Ronnie Phillips  
Sheriff  
Scott County, Tennessee



Morgan County Career & Technical Center  
132 Flat Fork Rd.  
Wartburg, TN 37887  
423-346-6285



Dr. Dan Shoemaker  
CTE Director/Principal

Dear President Murphy,

Morgan County Schools is opening a new secondary Criminal Justice program for area high school students at the request of local law enforcement agencies. The Tennessee College of Applied Technology proposal to offer a post-secondary Criminal Justice: Correctional Officer Program taught in Morgan County would be of great benefit to our students as well as Morgan County Regional Correctional Complex. Our sheriff and the state prison are in dire need of trained correctional officers. We are excited about the possibility of dual enrolling our students and articulating their hours into a post-secondary diploma or certificate program in Criminal Justice: Correctional Officer program.

In closing, we will be happy to have the TCAT program taught at the Morgan County Career & Technical Center. TCAT Huntsville and MCCTC have a long history of success meeting the needs of our students. Many of our students progress to post-secondary opportunities at Tennessee College of Applied Technology in Huntsville. We value that partnership. We will offer our assistance in establishing the class and are willing to serve on a program advisory board. If you have questions, please contact me.

Dr. Dan Shoemaker

*Mission: Preparing today's students for tomorrow's opportunities*



August 28, 2019

Dwight Murphy  
President  
Tennessee College of Applied Technology  
355 Scott High Drive  
Huntsville, TN 37756

Dear President Murphy,

The Tennessee Department of Corrections is keenly interested and proud to support the Criminal Justice: Correctional Officer post-secondary program that is proposed by the Tennessee College of Applied Technology Oneida/Huntsville. Our correctional institutions across the state are finding it very difficult to hire well educated correctional officers to staff our facilities. We have immediate openings in Morgan County and many other counties across the state. This program is consistent with Governor Lee's rural Tennessee initiatives across the state. Offering this post-secondary program at Morgan County Career & Technical Center located adjacent to the prison will assist in our recruitment efforts to fill vacancies with people who understand the mission and goals of corrections. We are especially pleased that Morgan County Schools are offering a secondary Criminal Justice program where students can articulate hours into the TCAT Oneida/Huntsville post-secondary program. These programs will compliment the Welding, Construction and Computer programs that the College will be offering to incarcerated individuals at Morgan County Regional Correctional Complex (MCCX).

Morgan County Regional Correctional Complex had 68 correctional officer (CO) vacancies in the month of July 2019. We expect to hire a minimum of 50 C.O. positions at MCCX each year for the next three years. We would commit to work with the College to offer 10 paid, experiential work based learning coop opportunities for students nearing graduation each year for the next three years.

I thank the Tennessee College of Applied Technology Oneida/Huntsville for the training opportunities being offered to incarcerated students at Morgan County Regional Correctional Complex and the implementation of the new Criminal Justice: Correctional Officer program being proposed if the College is successful in securing GIVE Grant fund.

If you have questions, please feel free to contact me.

Very Respectfully,

A handwritten signature in black ink, appearing to read "Edward J. Welch".

Edward J Welch  
Assistant Commissioner



## *Morgan County Sheriff's Office*



*Sheriff Wayne Potter*

*414 Main Street  
Wartburg, TN 37887*

*Phone: (423) 346-6262  
Fax: (423) 346-3904*

Dear President Murphy,

To whom it may concern, I am in full support of the proposed Criminal Justice Correctional Officer Program to be proposed by the Tennessee College of Applied Technology Oneida/Huntsville. It is very difficult to hire trained Correctional Officers. Having a program offered in Morgan County would be a great help to the Morgan County Sheriff's Department, and the Morgan County Regional Correctional Prison. We have openings on a regular basis and would look at hiring individuals trained in an approved Criminal Justice program. I would be happy to help advise and help assist in setting up this program.

If you have any questions, please feel free to call on me.

Sincerely,

Sheriff Wayne Potter

A handwritten signature in black ink, appearing to read "Wayne Potter", written over a horizontal line.

# PERSONNEL INDICATORS

Personnel Indicators	July 2019	June 2019	Comments
Total Positions vacant at month end	68	79	
Security Positions vacant at month end	66	71	
Non Security Positions vacant at month end	2	8	
Voluntary Separations	15	18	
Involuntary Separations	1	0	
Turnover Rate	10.0%	12.0%	
Worker's Compensations Claims	11	12	
RACF IDs not terminated within 24 hrs	0	0	

The Most Recent MCCX Prison Audit  
 Indicating how many Correctional  
 Officers they are short

# Appendices IV

## Farm Operations Technology

Please see highlighted Work Based Learning  
Commitment and Support Letters

## Appendices IV: Farm Operations Technology

### Employment Data:

- LEAP 2018 Occupational Analysis
  - Vetinary Assistant and Laboratory Annual Caregive is an occupation with high demand in two regions of the state. Fentress County is one of those area with an occupational demand.
  - Landscaping and Ground help Worker is an occupation with high employer demand in five regions of the state. Scott, Morgan and Fentress are all included in this group.
  - First Live Supervisory of Farming, Fishing and Forrestry Workers is an occupation with high employer demand in 2 regions of the state. One of them being Fentress County's region.
  - Graders and Sorters Agricultural Products is an occupation with high employer demand in 2 regions of the state which includes Fentress County.
  - Fallers is an occupation with high employee demand in 3 regions of the state which includes Fentress County.
  - Large Equipment Operators is an employee demand occupation in 5 areas of the state that includes Fentress County
- The Morgan County Profile List

Occupation	Average Annual Salary
Crop and Annual Production is one of their leading employers	\$33,294

- The profile list Fallers and Logging Equipment Operators is unique occupations to the County.
- Scott County Profile List

Occupation	Average Annual Salary
Crop and Annual Production	\$35,698

- Morgan County Profile List

Occupation	Average Annual Salary
Crop and Annual Production	\$36,071

- Morgan County Profile Lists Tree Trimming and Pruning as one of their leading unique industries.

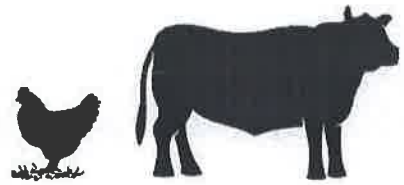
#### Letters of Commitment

- Stewart Farms
- Turner Farms
- Extension Agent
- Bledsoe Farms

Work Based Learning Commitments	<u>Secondary</u>	<u>Post-Secondary</u>
• Stewart Farms	3	
• Bledsoe Farms	3	3

# Bledsoe Farms

Jim Bledsoe – Owner  
1760 Poplar Cove Rd.  
Jamestown, TN 38556  
931-265-7201



Dear Mr. Murphy,

We have a large farm operation in Fentress County. We have broiler houses, a large cow/calf operation and most recently have gone into hemp production. Our company has found it very difficult to hire skilled individuals to assist in our farming operation. The GIVE Grant proposal being submitted by the Tennessee College of Applied Technology Oneida/Huntsville will offer post-secondary training in Farming Operations Technology in Fentress County which will provide a pipeline of qualified employees for our company as well as other agriculture based companies across the Plateau region. We commit to assisting in the program by providing 3 paid work based learning co-op opportunities for post-secondary students and 3 work based learning internships for secondary students enrolled in vocational agriculture at the area high schools. We will be happy to assist the College in establishing the Farm Operation Technology program and will provide a representative to serve in the program advisory board. If you have questions, please feel free to contact me.

*J. Bledsoe*



**Stewart Farms  
P.O. Box 986  
Jamestown TN 38556  
Kim Stewart ; Owner/Operator**

**Dear Mr. Murphy,**

**I have a feeder calf operation In Fentress County where I will back ground up to 2000 head of cattle per year. My company has found it difficult to hire skilled individuals to assist in the farming operation. The GIVE Grant proposal being submitted by the Tennessee College of Applied Technology Oneida/Huntsville will offer post-secondary training in Farming Operations Technology in Fentress County which will provide a pipeline of qualified employees for my operation as well as other agriculture based operations across the Plateau region. I would commit to assist in the program by providing 3 work based learning internships for students in vocational agriculture at the area high schools over the next 30 months. I would be happy to assist in establishing the College and would be happy to serve in the program advisory board. If you have any questions, please feel free to contact me.**

**(931)397-7071  
Kim.stewart@fbitn.com**

August 5, 2019

Turner Angus Farms  
Mike and Judy Jones  
6711 South York Hwy  
Clarkrange, TN 38553

Dear President Murphy,

I would like to offer my support for the Farming Operations Technology program being proposed by the Tennessee College of Applied Technology Oneida/Huntsville. I have been a farmer in Fentress County for several years. My family has one of the largest cow/calf operations in the county.

Hiring skilled agriculture operator technicians is very difficult all across the Plateau region. The area high schools have excellent agriculture programs, but if a student doesn't want to attend a university, there is no way for them to obtain additional skills training that are needed to go to work in actual farm operations when they graduate. Agriculture is a focus for Governor Lee's administration and this will provide training opportunities in a farming region of the state.

In closing, I fully support the proposed Farming Operations Technology program proposed by the Tennessee College of Applied Technology Oneida/Huntsville to be offered in Fentress County. I would be willing to serve on an advisory board for the program and would look to hire graduates.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Mike Jones', with a stylized flourish extending from the end.

Mike Jones, Owner  
Turner Angus Farms



Dear President Murphy,

Agriculture is one of the leading employers in Fentress County. We have big farms, timber related industries, row crops and most recently hemp production. The area high schools have Agriculture education programs, but our graduates have limited possibilities in pursuing technical training in agriculture short of attending a university four-year program. I am excited and supportive of the Farming Operations Technology Program being proposed by the Tennessee College of Applied Technology Oneida/Huntsville. This program would be the first of its type and would draw students from Pickett, Cumberland, Overton, and Scott County, Tennessee as well as Clinton and Russell County, Kentucky. The program's well rounded curriculum will assure that graduates will have the necessary skills to fill the regional agricultural openings. This proposed program aligns with Governor Lee's focus on agriculture.

In closing, my Office will assist in the set up and curriculum development for the Farm Operations Technology program. I will be happy to serve on the advisory board for the program. If you have questions, please feel free to contact me.

Thanks,



John Gunter

Fentress County  
County Director/ ANR Extension Agent II  
207 North Smith St  
Jamestown, TN 38565  
931-879-9117

# Appendices V

## EMT/AEMT

Please see support letters for projected  
EMT/AEMT Need

## Appendices V: EMT/AEMT – Morgan and Scott County

### Employment Data:

- Data to support request:

Occupation	Annually # Needed	Salary
Emergency Medical Technician and Paramedics	450	\$31,590

Note: Information Obtained from Tennessee Hot Careers to 2024, Jobs4TN.gov

### Letters of Commitment

- Scott Ambulance Authority
- Morgan Ambulance Authority
- Fentress Ambulance Authority

Scott County Ambulance Service

18801 Alberta Street  
Oneida, TN 37841  
Telephone: (423) 569-6254

Dear Mr. Murphy,

The Scott County Ambulance Authority, like all authorities in this region, is having a very difficult time hiring Emergency Medical Technicians/Advanced Emergency Medical Technicians which in turn is creating a large shortage of Paramedics. The program that TCAT Oneida/Huntsville has started at the Oneida Campus this Summer Term will be a start in filling some of the immediate needs. I expect to need at least 5-10 new EMTs/AEMTs each year for the next three years. Presently, there are not enough being trained to meet this need.

In closing, I fully support the Tennessee College of Applied Technology Oneida/Huntsville's efforts to offer EMT/AEMT training in Fentress and Morgan as well as Scott County. I am happy to serve on the program advisory board and assist in curriculum development. The GIVE Grant funding being requested will go a long way in addressing the critical and growing shortage of EMT/AEMTs and Paramedics across the region.

Jim Reed

A handwritten signature in dark ink, appearing to read "Jim Reed", written in a cursive style.



# MORGAN COUNTY EMS

**228 FLAT FORK ROAD, WARTBURG, TN, 37887**  
**PHONE: (423) 346-6602    FAX: (423) 346-3297**

Dear Mr. Murphy,

I would like to go on record in support of the Tennessee College of Applied Technology Oneida/Huntsville application for GIVE Grant Funding in order to expand EMT/AEMT training in Morgan County. We have a critical shortage of Emergency Medical Technicians, Advanced Emergency Medical Technicians and Paramedics in Tennessee. Offering a 6-month class at least one time per year in Morgan County will allow more local EMTs/AEMTs to be trained to help offset this shortage state wide. We presently have a full staff at Morgan County EMS. We would definitely look to TCAT Oneida/Huntsville to help fill vacancies from a class offered in Morgan County when the need arises, which could be at any time.

In closing, the expansion of EMT/AEMT training proposed in TCAT Oneida/Huntsville's GIVE Grant Application is critical to this area. Graduates from this program will have no problem finding a job in this region. If I can be of assistance in developing the program, please feel free to call on me.

Wilburn D. Lamance Director

Morgan County Ambulance Service



# Fentress County Ambulance Service

---

310 South Main Street  
P.O. Box 905  
Jamestown, TN 38556  
(931) 879-3319 • Fax (931) 879-2943

Dear President Murphy,

The Fentress County Ambulance Service is in full support of the Tennessee College of Applied Technology Oneida/Huntsville's application for the GIVE Grant that would allow the college to expand EMT/AEMT training into Fentress County. As you are aware, our hospital has been closed in Fentress County which means all medical emergencies must be transported out to hospitals in Cookeville, Livingston, or Crossville. This has caused an even greater shortage of EMTs/AEMTs and Paramedics. All ambulance authorities in our region are experiencing the same problem. Not having enough EMT/AEMTs also causes a shortage of Paramedics. I presently need EMT/AEMTs and expect to need at least 10 per year for the next three years.

The proposal to offer at least one class per year in Fentress County will help assure we have more local students willing to take the program. Travel cost to Cookeville or Knoxville for training is a barrier for many of the local citizens who would otherwise become EMT/AEMTs. Our staff will assist the college by serving on the program Advisory Board, helping establish clinical sites and program placement of graduates. Please feel free to contact me if I can be of assistance.

Respectfully,

Micah Dunford, CCEMTP  
Director, Fentress County Ambulance Service

# Appendices VI

## Welding Technology

Please see highlighted Work Based Learning  
Commitment and Support Letters

## Appendices VI: Welding Technology – Fentress and Morgan County

### Employment Data:

Occupation	# Needed Annually	2018 Median Salary
Welders, Cutters, Solderers, and Brazers	270	\$36,471

Note: Information Obtained from Tennessee Hot Careers to 2024, Jobs4TN.gov

- Welders, Cutters, Solderers and Brazers is listed as an In-Demand Occupation in all nine regions of the state which would include Scott, Morgan and Fentress

Note: Source LEAP 2018 Occupational Analysis see appendices for local letters of support and WBL commitments

### Letters of Commitment

- CTI
- Great Dane

### Work Based Learning Commitments

	<u>Secondary</u>	<u>Post-Secondary</u>
• Great Dane	5	5





Dear President Murphy,

Great Dane Trailer Manufacturers wishes to offer our support for the GIVE Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. Our company is one of the largest employers in Scott County. We are having a very difficult time in hiring enough skilled welders and industrial machinery mechanics. This is a very common problem for manufacturers throughout this entire region. Additional post-secondary Welding Technology programs at the high schools in Morgan County and Fentress County will help provide us with new pipe lines of employees. The Industrial Maintenance/Mechatronics program will provide much needed skilled technicians to trouble shoot our manufacturing equipment. We expect an upward trend and the need to hire additional skilled employees to continue for the foreseeable future.

Our company fully supports the College's effort to create work based learning opportunities. We would commit to work with the college and provide 5 paid work based learning opportunities for post-secondary students and 5 paid worked based learning secondary students each year. We will help with the program setup and curriculum development for the new Industrial Maintenance program and the welding programs in Morgan and Fentress Counties. We welcome secondary and post-secondary students to tour our facility and we are also available to speak with classes. If I can be of further assistance, please call on me.

Sincerely

Steve Bullard  
Plant Manager



7/31/2019

Dear Mr. Murphy,

We support the efforts of the Tennessee College of Applied Technology to expand welding training into Morgan County. CTI has a very difficult time finding enough highly skilled welders to meet our production demands. Providing training in Morgan County for post-secondary students will provide additional opportunities for that areas residents to get into a college training program.

In closing, we look forward to hiring students trained in this new program that will be offered at the Morgan County Career & Technical Center. If you have questions, please feel free to call on me.

Regards,

A handwritten signature in blue ink that reads "Steve Fielden". The signature is fluid and cursive, with the first name "Steve" and last name "Fielden" clearly visible.

Steve Fielden

Pres./COO

# Appendices VII

## Time Line

## Time Line

### December 2019 – May 2022

- July 15, 2019 – August 15, 2019
  - Meet with Economic Developers, local chamber representatives, County Mayors, School Directors, Agriculture Operators, state prison officials, local jail officials, major manufacturers in Fentress, Morgan and Scott Counties to determine what are the high demand jobs in the region and the specific technical skill sets necessary to obtain these jobs. Collected and reviewed economic data from TNECD, 2018 LEAP Occupational Analysis, Jobs4TN and THEC Reports and submit grant.
- August 12 – September 6, 2019
  - Reviewed data and local input of needed training and developed a GIVE Grant proposal that would enhance and expand vocational education skills training needed for residents of the 3 distressed counties of Scott, Morgan and Fentress to obtain a job locally that will offer livable wages.
  - Submitted program proposals to the Tennessee Board of Regents for approval for program that would be funded using GIVE Grant Funding.
  - Submitted GIVE Grant that will expand and enhance training programs in the three distressed counties of Scott, Morgan and Fentress Counties.
- September 19, 2019
  - Secure Tennessee Board of Regents Approval of the following programs:

- Scott County – Building Construction Technology (already approved) and Industrial Maintenance/Mechatronics
  - Fentress County (taught at York Institute) – Farming Operations Technology, Welding Technology (evening program) and EMT/AEMT (To be submitted later)
  - Morgan County (Taught at Morgan County Career & Technical Center) – Criminal Justice: Correctional Officer, Welding Technology (evening program) and EMT/AEMT (To be submitted later)
- October 2019
  - Grant Awarded
- October 2019 – November 2019
  - Submit new programs to COE, Department of Education and Veterans for Approval.
  - Prepare bid specs and secure bids on equipment to be purchased with GIVE Grant Funding.
- December 1, 2019 – January 30, 2020
  - Advertise for full time and adjunct instructors that are funded with the GIVE Grant funds.
- February 1, 2020 – March 2020
  - Receive equipment purchased with the GIVE Grant Funding
  - Hire new instructors and begin preparations to open program

- May 1, 2020
  - Open new programs and enroll students in:
    - Scott County – Industrial Maintenance/Plastic Injection Molding and Building Construction Technology
    - Fentress County – Farming Operations Technology, Welding Technology and EMT/AEMT
    - Morgan County – Criminal Justice: Correctional Officer, Welding Technology and EMT/AEMT
- June 1, 2020 – July 30, 2020 & June 1, 2021 – July 30, 2021
  - Conduct Summer Technical Academies for students in grades 7-12<sup>th</sup> in Scott, Morgan and Fentress
  - These Academies will introduce secondary students to all phases of technical training with a two work summer camp. The camps will be located at the TCAT Huntsville campus for Scott County students, Morgan County Career & Technical Center for Morgan County students and York Institute for Fentress County Students.
- August 1, 2020 – August 30, 2020 & August 1, 2021 – August 30, 2021
  - Dual enroll students for the GIVE Funded Programs:
    - Scott County – Farming Operations Technology, Automotive Technology, Industrial Maintenance/Mechatronics, Building Construction Technology and Health Science

- Morgan – Criminal Justice: Correctional Officer, Welding Technology, Industrial Maintenance/Mechatronics, Farming Operations Technology and Building Construction Technology
- Fentress – Welding Technology, Industrial Maintenance/Mechatronics, Criminal Justice: Correctional Officer, Building Construction Technology and Farming Operations Technology
- September 1, 2020 – May 1, 2022
  - Provide certifications in the following areas for students enrolled in secondary and post-secondary programs:
    - Automotive Technology - ASEs for both secondary and post-secondary  
- NC3 Certifications
    - Administrative Office Technology - MOS Certifications for both secondary and post-secondary
    - Computer Information Technology - Security + and MOS to both secondary and post-secondary
    - Welding - AWS available for both secondary and post-secondary
    - Machine Tool - NIMS Certifications
    - Collision Repair Technology – ASE for both secondary and post-secondary
    - Building Construction Technology – NCCER Certifications for both secondary and post-secondary
    - OSHA 10 – for all secondary and post-secondary
    - First Aid/CPR – for secondary and post-secondary

- Work Ethics Training/Diplomas – for all secondary and post-secondary
- November 2019, December 2019, January 2020, March 2020, May 2020, August 2020  
will meet every other month through May 2020
  - Meet with GIVE/Work Based Learning Executive Committee to track and assist in assessing the GIVE Grant progress.
- November 2019, April 2020, November 2020 (will follow the same schedule for 2021)
  - Program Advisory Committees will meet for each program to review the programs and make recommendations.
- August 2020, December 2020, April 2021, August 2021
  - Students and administration will evaluate the program and instructors at the end of each trimester.
- New classes will be open in January 2021, May 2021 and January 2022
- September 2020 – May 2022
  - The post-secondary students that are 60% complete in their program will be given the opportunity to participate in paid work based learning opportunities.
- March 2021 – August 2021
  - Secondary students that are in their last semester will be given opportunities to participate in a paid work based learning opportunity.
- May 2022
  - The GIVE Grant will be wrapping up
  - Work Based Learning will continue as the new well as new programs.



# Appendices VIII

## Livable Wage

## Appendices VIII: Proposal Utilizes Labor Market Data

- Living Wage indicated calculator for single adult

Fentress County - \$9.88/hour - \$20,550/year

Program Offered	
Welding	\$36,471
Farm Production	\$33,294 - \$36,071
EMT/AMT	\$31,590

Morgan County - \$9.76/hour - \$20,300/year

Program Offered	
Welding	\$36,471
Criminal Justice: Correctional Officer	\$32,560 - \$41,868
EMT/AMT	\$31,590

Scott County - \$9.88/hour - \$20,550/year

Program Offered	
Industrial Maintenance/Plastic Injection Molding	\$37,707 - \$54,000
Building Construction Technology	\$41,059 - \$54,068

Note: Data taken from Tennessee Hot Jobs4TN. All programs offered far exceed the Livable Wage for a single person.

Appendices VIII: Signed MOUs with the Collaborative Members from:

- Fentress
- Scott
- Morgan

# Living Wage Calculation for Scott County, Tennessee

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here ([/resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf](#)).

	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Hourly Wages													
Living Wage	\$9.88	\$20.65	\$24.14	\$29.71	\$16.17	\$19.54	\$21.99	\$24.35	\$22.25	\$8.08	\$11.41	\$13.34	\$15.24
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

\* Documentation for families with an adult working part-time is available separately, here, ([/resources/MIT-Part-Time-Documentation.pdf](#))

## Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741		\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0		\$0	\$5,975	\$8,575	\$11,176
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279		\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,388	\$7,356	\$7,356	\$10,296	\$5,532	\$7,356	\$7,356	\$10,296		\$5,532	\$7,356	\$7,356	\$10,296
Transportation	\$4,623	\$8,424	\$9,905	\$11,459	\$8,424	\$9,905	\$11,459	\$11,329		\$8,424	\$9,905	\$11,459	\$11,329
Other	\$2,824	\$4,697	\$5,099	\$5,935	\$4,697	\$5,099	\$5,935	\$5,808		\$4,697	\$5,099	\$5,935	\$5,808
Required annual income after taxes	\$18,036	\$37,685	\$44,057	\$54,238	\$29,512	\$35,670	\$40,132	\$44,453		\$29,512	\$41,645	\$48,707	\$55,629
Annual taxes	\$2,516	\$5,257	\$6,146	\$7,566	\$4,117	\$4,976	\$5,598	\$6,201		\$4,117	\$5,809	\$6,795	\$7,760
Required annual income before taxes	\$20,552	\$42,942	\$50,202	\$61,804	\$33,629	\$40,646	\$45,731	\$50,655	\$46,283	\$33,629	\$47,454	\$55,502	\$63,390

## Typical Annual Salaries

These are the typical annual salaries for various professions in this location.

Occupational Area	Typical Annual Salary
Management	\$83,470
Business & Financial Operations	\$59,717
Computer & Mathematical	\$72,154

Occupational Area	Typical Annual Salary
Architecture & Engineering	\$70,344
Life, Physical, & Social Science	\$57,773
Community & Social Service	\$40,717
Legal	\$72,905
Education, Training, & Library	\$46,663
Arts, Design, Entertainment, Sports, & Media	\$41,735
Healthcare Practitioners & Technical	\$56,600
Healthcare Support	\$27,189
Protective Service	\$34,174
Food Preparation & Serving Related	\$19,751
Building & Grounds Cleaning & Maintenance	\$23,691
Personal Care & Service	\$21,089
Sales & Related	\$25,337
Office & Administrative Support	\$32,981
Farming, Fishing, & Forestry	\$27,004
Construction & Extraction	\$38,474
Installation, Maintenance, & Repair	\$42,877
Production	\$33,330
Transportation & Material Moving	\$31,211

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# Living Wage Calculation for Fentress County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here ([/resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf](#)).

	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working) Part Time 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Hourly Wages													
Living Wage	\$9.88	\$20.65	\$24.14	\$29.19	\$16.31	\$19.54	\$21.99	\$23.83	\$22.25	\$6.16	\$11.41	\$13.34	\$14.98
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

\*Documentation for families with an adult working part-time is available separately, here, ([/resources/MT-Part-Time-Docummentation.pdf](#))

## Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working) Part Time 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741		\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0		\$0	\$5,975	\$8,575	\$11,176
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279		\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$5,388	\$7,356	\$7,356	\$9,348	\$5,796	\$7,356	\$7,356	\$9,348		\$5,796	\$7,356	\$7,356	\$9,348
Transportation	\$4,623	\$8,424	\$9,905	\$11,459	\$8,424	\$9,905	\$11,459	\$11,329		\$8,424	\$9,905	\$11,459	\$11,329
Other	\$2,824	\$4,697	\$5,099	\$5,935	\$4,697	\$5,099	\$5,935	\$5,808		\$4,697	\$5,099	\$5,935	\$5,808
Required annual income after taxes	\$18,036	\$37,685	\$44,057	\$53,290	\$29,776	\$35,670	\$40,132	\$43,505		\$29,776	\$41,645	\$48,707	\$54,681
Annual taxes	\$2,516	\$5,257	\$6,146	\$7,434	\$4,154	\$4,976	\$5,598	\$6,069		\$4,154	\$5,809	\$6,795	\$7,628
Required annual income before taxes	\$20,552	\$42,942	\$50,202	\$60,724	\$33,929	\$40,646	\$45,731	\$49,574	\$46,283	\$33,929	\$47,454	\$55,502	\$62,309

## Typical Annual Salaries

These are the typical annual salaries for various professions in this location.

Occupational Area	Typical Annual Salary
Management	\$83,470
Business & Financial Operations	\$59,717
Computer & Mathematical	\$72,154

Occupational Area	Typical Annual Salary
Architecture & Engineering	\$70,344
Life, Physical, & Social Science	\$57,773
Community & Social Service	\$40,717
Legal	\$72,905
Education, Training, & Library	\$46,663
Arts, Design, Entertainment, Sports, & Media	\$41,735
Healthcare Practitioners & Technical	\$56,600
Healthcare Support	\$27,189
Protective Service	\$34,174
Food Preparation & Serving Related	\$19,751
Building & Grounds Cleaning & Maintenance	\$23,691
Personal Care & Service	\$21,089
Sales & Related	\$25,337
Office & Administrative Support	\$32,981
Farming, Fishing, & Forestry	\$27,004
Construction & Extraction	\$38,474
Installation, Maintenance, & Repair	\$42,877
Production	\$33,330
Transportation & Material Moving	\$31,211

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# Living Wage Calculation for Morgan County, Tennessee

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically stated as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here ([/resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf](#)).

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\*Documentation for families with an adult working part-time is available separately, here. ([/resources/MIT-Part-Time-Documentation.pdf](#))

## Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741	\$5,489	\$6,832	\$8,822	\$10,741	
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0	\$0	\$5,975	\$8,575	\$11,176	
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279	\$5,371	\$6,478	\$6,560	\$6,279	
Housing	\$5,172	\$7,872	\$7,872	\$10,320	\$5,916	\$7,872	\$7,872	\$10,320	\$5,916	\$7,872	\$7,872	\$10,320	
Transportation	\$4,623	\$8,424	\$9,905	\$11,459	\$8,424	\$9,905	\$11,459	\$11,329	\$8,424	\$9,905	\$11,459	\$11,329	
Other	\$2,824	\$4,697	\$5,099	\$5,935	\$4,697	\$5,099	\$5,935	\$5,808	\$4,697	\$5,099	\$5,935	\$5,808	
Required annual income after taxes	\$17,820	\$38,201	\$44,573	\$54,262	\$29,896	\$36,186	\$40,648	\$44,477	\$29,896	\$42,161	\$49,223	\$55,653	
Annual taxes	\$2,486	\$5,329	\$6,218	\$7,570	\$4,170	\$5,048	\$5,670	\$6,205	\$4,170	\$5,881	\$6,867	\$7,764	
Required annual income before taxes	\$20,306	\$43,530	\$50,790	\$61,832	\$34,066	\$41,234	\$46,319	\$50,682	\$46,871	\$48,042	\$56,090	\$63,417	

## Typical Annual Salaries

These are the typical annual salaries for various professions in this location.

Occupational Area	Typical Annual Salary
Management	\$83,470
Business & Financial Operations	\$59,717
Computer & Mathematical	\$72,154

Occupational Area	Typical Annual Salary
Architecture & Engineering	\$70,344
Life, Physical, & Social Science	\$57,773
Community & Social Service	\$40,717
Legal	\$72,905
Education, Training, & Library	\$46,683
Arts, Design, Entertainment, Sports, & Media	\$41,735
Healthcare Practitioners & Technical	\$56,600
Healthcare Support	\$27,189
Protective Service	\$34,174
Food Preparation & Serving Related	\$19,751
Building & Grounds Cleaning & Maintenance	\$23,691
Personal Care & Service	\$21,089
Sales & Related	\$25,337
Office & Administrative Support	\$32,981
Farming, Fishing, & Forestry	\$27,004
Construction & Extraction	\$38,474
Installation, Maintenance, & Repair	\$42,877
Production	\$33,330
Transportation & Material Moving	\$31,211

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# Living Wage Calculation for Anderson County, Tennessee

The living wage shown is the hourly rate that an **individual** must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are **per adult in a family** unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the technical documentation here ([resources/Living-Wage-User-Guide-and-Technical-Notes-2018.pdf](#)).

	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Hourly Wages													
Living Wage	\$10.54	\$22.18	\$25.67	\$31.28	\$17.70	\$21.07	\$23.52	\$25.92	\$23.78	\$8.85	\$12.17	\$14.11	\$16.02
Poverty Wage	\$5.84	\$7.91	\$9.99	\$12.07	\$7.91	\$9.99	\$12.07	\$14.14		\$3.96	\$5.00	\$6.03	\$7.07
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

\*Documentation for families with an adult working part-time is available separately, here. ([resources/MIT-Part-Time-Documentation.pdf](#))

## Typical Expenses

These figures show the individual expenses that went into the living wage estimate. Their values vary by family size, composition, and the current location.

Annual Expenses	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Food	\$2,994	\$4,413	\$6,644	\$8,812	\$5,489	\$6,832	\$8,822	\$10,741		\$5,489	\$6,832	\$8,822	\$10,741
Child Care	\$0	\$5,975	\$8,575	\$11,176	\$0	\$0	\$0	\$0		\$0	\$5,975	\$8,575	\$11,176
Medical	\$2,208	\$6,821	\$6,478	\$6,560	\$5,371	\$6,478	\$6,560	\$6,279		\$5,371	\$6,478	\$6,560	\$6,279
Housing	\$6,588	\$10,152	\$10,152	\$13,164	\$6,328	\$10,152	\$10,152	\$13,164		\$6,328	\$10,152	\$10,152	\$13,164
Transportation	\$4,623	\$8,424	\$9,905	\$11,459	\$6,424	\$9,905	\$11,459	\$11,329		\$8,424	\$9,905	\$11,459	\$11,329
Other	\$2,824	\$4,697	\$5,099	\$5,935	\$4,697	\$5,099	\$5,935	\$5,808		\$4,697	\$5,099	\$5,935	\$5,808
Required annual income after taxes	\$19,236	\$40,481	\$46,853	\$57,106	\$32,308	\$38,466	\$42,928	\$47,321		\$32,308	\$44,441	\$51,503	\$58,497
Annual taxes	\$2,683	\$5,647	\$6,536	\$7,966	\$4,507	\$5,366	\$5,888	\$6,601		\$4,507	\$6,199	\$7,185	\$8,160
Required annual income before taxes	\$21,919	\$46,128	\$53,388	\$65,073	\$36,815	\$43,832	\$48,917	\$53,923	\$49,469	\$36,815	\$50,640	\$58,688	\$66,658

## Typical Annual Salaries

These are the typical annual salaries for various professions in this location.

Occupational Area	Typical Annual Salary
Management	\$83,470
Business & Financial Operations	\$59,717
Computer & Mathematical	\$72,154

Occupational Area	Typical Annual Salary
Architecture & Engineering	\$70,344
Life, Physical, & Social Science	\$57,773
Community & Social Service	\$40,717
Legal	\$72,905
Education, Training, & Library	\$46,663
Arts, Design, Entertainment, Sports, & Media	\$41,735
Healthcare Practitioners & Technical	\$56,600
Healthcare Support	\$27,189
Protective Service	\$34,174
Food Preparation & Serving Related	\$19,751
Building & Grounds Cleaning & Maintenance	\$23,691
Personal Care & Service	\$21,089
Sales & Related	\$25,337
Office & Administrative Support	\$32,981
Farming, Fishing, & Forestry	\$27,004
Construction & Extraction	\$38,474
Installation, Maintenance, & Repair	\$42,877
Production	\$33,330
Transportation & Material Moving	\$31,211

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(<http://www.opendatanation.com>)



(<http://www.patagonia.com/home/>)



(<https://www.westarete.com>)

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Sign In (</articles/new>)

# Appendices IX

## Memorandum of Understanding with Community Partners

## Appendices IX: Signed MOUs with Secondary Partners

- Fentress County School
- York Institute
- Oneida Special School District
- Morgan County Schools
- Scott County School

### **Fentress**

- Jimmy Johnson – County Executive
- Joseph Miller – York Institute
- John Gunter – Fentress County Agent
- Bob Bledsoe – Bledsoe Farms

### **Morgan**

- Brian Langley – County Executive
- Dan Shoemaker – CTE Director Morgan County Schools
- Mike Parris – Warden Morgan County Regional Correctional Complex
- Wayne Potter – Morgan County Sheriff
- Ambulance Authority

### **Scott**

- Jeff Tibbals – County Mayor
- Mike Slaven – Takahata Precision
- Ruthie Mullett – JDS Technologies
- Ronnie Wilson – Construction

## **Memorandum of Understanding**

This Memorandum of Understanding (MOU) is between the Tennessee College of Applied Technology Oneida/Huntsville and Fentress County Government, Fentress County School System, York Agricultural Institute, Fentress County Chamber of Commerce and the local Workforce Board.

All of the parties listed above are supportive of the GIVE Grant submitted by the Tennessee College of Applied Technology Oneida/Huntsville. All parties have been involved in the GIVE preparation and have provided input in determining the vocational programs that are in greatest demand in Fentress County. Working in partnership, all parties have assisted in identifying the skills training that will provide a livable wage for training participants' once they complete their training.

The GIVE Grant Funding requested will provide new dual enrollment opportunities and enhance existing dual enrollment programs for secondary students attending York Institute and Clarkrange High School. The existing dual enrollment programs will be expanded and enhanced by purchasing new state of the art equipment, offering Work Ethics Certificates/Diplomas and increasing the number and types of nationally recognized certifications secondary students can obtain.

Fentress County Schools agrees to provide free training space at Clarkrange High School for Tennessee College of Applied Technology to offer evening programs for post-secondary students. The College and high school propose offering dual enrollment opportunities that will articulate into a post-secondary TCAT Program. If GIVE Grant funding is available, the students will have the opportunity to be dual enrolled in the following secondary programs:

- Welding Technology (New Program Funded by GIVE Grant)
- Farming Operations Technology (New Program Funded by GIVE Grant)
- Health Science (CNA)
- EMT (Future Program)

Fentress County Schools agrees to partner with TCAT Oneida/Huntsville to offer 2-week Summer Technical Academy for 7<sup>th</sup>-9<sup>th</sup> grade middle school students to provide students an early opportunity to learn about technical training.

The College has reviewed Area Workforce data and surveyed local industries and determined the largest "skills gap" in Fentress County could be addressed by offering new programs in Farm Operations Technology and Welding Technology.

York Agricultural Institute's Administration agrees to provide free training space at York Institute for Tennessee College of Applied Technology Oneida/Huntsville to offer evening programs for post-secondary students. As a result of the GIVE Grant, York Institute agrees to

enhance, expand and open new dual enrollment opportunities at York Institute in the following programs:

- Automotive Technology (Enhanced with New National Certification)
- Computer Information Technology (New Program)
- Farming Operations Technology (New Program Funded by GIVE Grant)
- Welding Technology (New Program Funded by GIVE Grant)
- Health Science (CNA)
- Building Construction Technology (New Program Funded by GIVE Grant)
- Industrial Maintenance/Mechatronics (New Program Funded by GIVE Grant)

The College will open evening post-secondary programs in Welding Technology and Farm Operations Technology in Fentress County as a result of GIVE Grant Funding. GIVE Grant funding will provide paid work based learning opportunities for both secondary and post-secondary TCAT students in Fentress County.

Both school systems agree to assist in dual enrolling their high school students, supporting the expansion of nationally recognized industry certifications for high school students, and assisting in creating a Work Ethics Diploma/Certificate for all dual enrolled students. The two school systems will assist with grades and absentee records for all dual enrolled students.

The local Workforce Board will assist in informing potential students in Fentress County of programs being offered by TCAT O/H. The Career Center will assist qualified students with financial assistance. The Career Center also commits to assisting TCAT program graduates in securing jobs that pay a livable wage.

The County Executive and Chamber of Commerce Executive supports the GIVE Grant expansion of vocational training in Fentress County. The County Executive and Chamber Executive Director agrees to assist in the establishment of a work based learning program for regional businesses and industries and agrees to provide a representative on the WBL oversight Board. These local partners will provide input on starting future training programs which may be needed in Fentress County and working to assure the programs funded by the GIVE Grant are successful.

  
**Jimmy Johnson**  
County Executive  
**Mike Jones**  
Fentress County Director of Schools



Carol Watson  
Fentress County American Job Center



Dwight Murphy  
TCAT Oneida/Huntsville President

## **Memorandum of Understanding**

This Memorandum of Understanding (MOU) is between the Tennessee College of Applied Technology Oneida/Huntsville and Scott County Government, Scott County School System, Oneida Special School District, Scott County Chamber of Commerce and local Workforce Board.

All of the parties listed above are supportive of the GIVE Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. All parties have been involved in the GIVE preparation and have provided input in determining the vocational training programs that are in greatest need in Scott County. Working in partnership, all parties have assisted in identifying the skills training that will provide a livable wage for Scott County residents when they complete their training.

The GIVE Grant Funding requested will provide new dual enrollment opportunities and enhance existing dual enrollment programs for secondary students attending Oneida High School and Scott County High School. The existing dual enrollment programs will be expanded and enhanced by purchasing new state of the art equipment, offering Work Ethics Certificates/Diplomas and increasing the number and types of nationally recognized certifications secondary students can obtain. The Grant will also provide paid work based learning internship opportunities for high school students. The post-secondary programs that will be available for dual enrollment are:

- Building Construction Technology (New Program Funded by GIVE Grant)
- Industrial Maintenance/Mechatronics (New Program Funded by GIVE Grant)
- Welding Technology (Enhanced with New Certification)
- Cosmetology
- Pharmacy Technology (Enhanced with New National Certification as a result of GIVE Grant)
- Administrative Office Technology (Enhanced with New National Certifications as a result of GIVE Grant)
- Computer Information Technology (Enhanced with New National Certifications as a result of GIVE Grant)
- Collision Repair Technology (Enhanced with New National Certification as a result of GIVE Grant)
- Automotive Technology (Enhanced with New National Certifications as a result of GIVE Grant)
- Machine Tool Technology (Enhanced with New National Certifications as a result of GIVE Grant)
- Health Science (CNA)



Scott County Schools agrees to partner with TCAT Oneida/Huntsville to offer 2-week Summer Technical Academy for 6-8 grade middle school students to provide students an early opportunity to learn about technical training.

The College has reviewed Area Workforce data and surveyed local industries and determined the largest "skills gap" in Scott County could be addressed by offering a new program in Industrial Maintenance/Mechatronics with an emphasis in Plastic Injection Molding and Building Construction Technology program for both post-secondary and secondary students.

Both school systems agree to assist in dual enrollments for high school students, support the expansion of nationally recognized industry certifications for high school students, and assist in creating a Work Ethics Diploma/Certificate for all dual enrolled students. The schools will assist with grades and absentee records for all dual enrolled students.

The local Workforce Board will assist in informing potential students in Fentress County of programs being offered by TCAT O/H. The Career Center will assist qualified students with financial assistance. The Career Center also commits to assisting TCAT program graduates in securing jobs that pay a livable wage.

The County Mayor and Chamber of Commerce Executive supports the GIVE Grant expansion of vocational training in Scott County. The County Executive and Chamber Executive Director agree to assist in the establishment of a work based learning program for regional businesses and industries and agrees to be on the WBL oversight Board. These local partners will provide input on the GIVE Grant funding training programs and will provide input on future additional vocational training that is needed in Scott County.



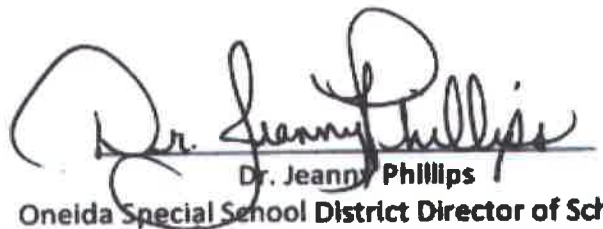
**Jeff Tibbals**  
County Mayor



**Stacey Swann**  
Chamber of Commerce Executive Director



**Bill Hall**  
Scott County Director of Schools



**Dr. Jeanny Phillips**  
Oneida Special School District Director of Schools



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Dwight Murphy  
TCAT Oneida/Huntsville President



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Tom Payne  
Scott County American Job Center

## **Memorandum of Understanding**

This Memorandum of Understanding (MOU) is between the Tennessee College of Applied Technology Oneida/Huntsville and Morgan County Government, Morgan County School System, Morgan County Chamber of Commerce and the local Workforce Board.

All of the parties listed above are supportive of the GIVE Grant submitted by the Tennessee College of Applied Technology Oneida/Huntsville. All parties have been involved in the GIVE preparation and have provided input in determining the vocational programs that are in greatest demand in Morgan county. Working in partnership, all parties have assisted in identifying the skills training that will provide a livable wage for training participants' once they complete their training.

The GIVE Grant Funding requested will provide new dual enrollment opportunities and enhance existing dual enrollment programs for secondary students attending Morgan County Career & Technical Center. The existing dual enrollment programs will be expanded and enhanced by purchasing new state of the art equipment, offering Work Ethics Certificates/Diplomas and increasing the number and types of nationally recognized certifications secondary students can obtain. The Grant will also provide paid work based learning internship opportunities for high school students.

Morgan County Schools agrees to provide free training space at Morgan County Career & Technical Center for Tennessee College of Applied Technology to offer evening programs for post-secondary students. The College and high school propose offering dual enrollment opportunities that will articulate into a post-secondary TCAT Program. The students will be able to dual enroll in the following secondary programs:

- Welding Technology (New Program Funded by GIVE Grant)
- Criminal Justice: Correctional Officer (New Program Funded by GIVE Grant)
- Health Science (CNA)
- Automotive Technology (Enhanced with New National Certification)
- Machine Tool Technology (Enhanced with New National Certification)
- Farming Operations Technology (New Program Funded by GIVE Grant)
- Building Construction Technology (New Program Funded by GIVE Grant)

Morgan County Schools agrees to partner with TCAT Oneida/Huntsville to offer 2-week Summer Technical Academy for 7<sup>th</sup>-9<sup>th</sup> grade middle school students to provide students an early opportunity to learn about technical training.

The College has reviewed Area Workforce data and surveyed local industries and determined the largest "skills gap" in Morgan County could be addressed by offering new programs in Criminal Justice: Correctional Officer and Welding Technology for both post-secondary and secondary students.

The College will open evening post-secondary programs in Welding Technology and Criminal Justice: Correctional Officer in Morgan County as a result of GIVE Grant Funding. GIVE Grant funding will provide work based learning opportunities for both secondary and post-secondary TCAT students in Morgan County.

The school system agrees to assist in dual enrolling their high school students, supporting the expansion of nationally recognized industry certifications for high school students, and assisting in creating a Work Ethics Diploma/Certificate for all dual enrolled students. The school system will assist with grades and absentee records for all dual enrolled students.

The local Workforce Board will assist in informing potential students in Morgan County of programs being offered by TCAT O/H. The Career Center will assist qualified students with financial assistance. The Career Center also commits to assisting TCAT program graduates in securing jobs that pay a livable wage.

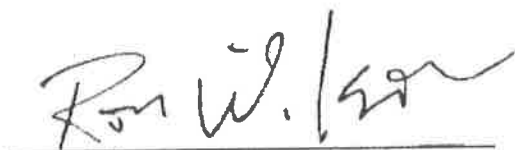
The County Executive and Chamber of Commerce Executive supports the GIVE Grant expansion of vocational training in Morgan County. The County Executive and Chamber Executive Director agrees to assist in the establishment of a work based learning program for regional businesses and industries and agrees to provide a representative on the WBL oversight Board. These local partners will provide input on starting new training programs which may be needed in Morgan County in the future and working to assure the programs funded in the GIVE Grant are successful.



Brian Langley  
County Executive



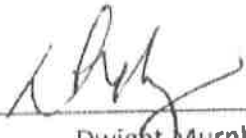
Bridget DeFee  
Chamber of Commerce Executive Director



Ron Wilson  
Morgan County Director of Schools



Dr. Dan Shoemaker  
Morgan County Career & Technical Center Director



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Dwight Murphy  
TCAT Oneida/Huntsville President



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Brenda Melton  
Morgan County American Job Center

# Appendices X

## Memorandum of Understanding for Higher Education Partners

Appendices X: Signed MOUs with two Community Colleges outlining the programs that will articulate hours towards an Associate's Degree

- Somerset Community College, Somerset, KY
- Pellissippi State Community College

## Memorandum of Understanding

This Memorandum of Understanding (MOU) is between the Tennessee College of Applied Technology Oneida/Huntsville (TCAT O/H) and Pellissippi State Community College (PSCC). PSCC and TCAT Knoxville have developed pathways to articulate hours towards an associates degree for Tennessee College of Applied Technology graduates in Welding Technology and Industrial Maintenance/Mechatronics. The President of PSCC agrees to extend these articulation agreements to cover students graduating from Tennessee College of Applied Technology Oneida/Huntsville. The Presidents of TCAT Oneida/Huntsville and Pellissippi State Community College agree to work together to assist students in the distressed counties of Morgan, Scott and Fentress in obtaining training in order to be equipped with skills needed to make a livable wage. The colleges agree to share data and assist students in these three distressed counties. Articulation Pathways that will be evaluated as a result of GIVE Grant funding are:

- TCAT Welding Technology Diploma → PSCC Associate's Degree
- TCAT Industrial Maintenance/Mechatronics Diploma → PSCC Associate's Degree

The two Colleges agree to work cooperatively to expand post-secondary training and assist in meeting the goals of Drive to 55 in Fentress, Scott and Morgan Counties.



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Dwight Murphy  
TCAT Oneida/Huntsville  
President



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Anthony Wise  
Pellissippi State Community College  
President



## Memorandum of Understanding

This Memorandum of Understanding (MOU) is between the Tennessee College of Applied Technology Oneida/Huntsville (TCAT O/H) and Somerset Community College (SCC) in Somerset, Kentucky. TCAT Oneida/Huntsville has campuses located in close proximity to Somerset Community College's campuses in McCreary County, Kentucky and Clinton County, Kentucky. The two College's Presidents have been working on creating articulation agreements and bridge programs for TCAT O/H graduates to work towards an associate's degree from Somerset Community College. The programs that are being reviewed for articulation agreements are:

- TCAT Practical Nursing Diploma → SCC Registered Nurse Associates Degree
- TCAT Computer Information Technology Diploma → SCC Computer Information Technology Associates Degree
- TCAT Criminal Justice: Correctional Officer Diploma (GIVE Grant Funded New Program) → SCC Criminal Justice Associate's Degree
- TCAT Emergency Medical Technician Diploma (GIVE Grant funding will enhance and expand the program) → SCC Paramedic Associates Degree
- TCAT Industrial Maintenance/Mechatronics Diploma (GIVE Grant Funded New Program) → SCC Industrial Maintenance Technician Associate's Degree

The two Colleges have worked on these articulation bridge paths for the past several months. The GIVE Grant funding will provide additional opportunities for TCAT O/H students in Fentress, Morgan and Scott Counties to work towards an Associate's Degree from Somerset Community College. SCC and TCAT Oneida/Huntsville will commit to have the first articulation agreements in place by June 1, 2020.



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Dwight Murphy  
TCAT Oneida/Huntsville  
President



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Carey W. Castle  
Somerset Community College  
President

Appendices XI  
Memorandum of  
Understanding with  
East Tennessee  
Labor and  
Workforce Board

# Appendices XIP: Support MOUs with Regional Workforce Board


Program	Post-Secondary	Secondary
Farm Operations Technology	20	40
Criminal Justice: Correctional Officer	20	20
Welding Fentress County	15	10
Welding York Institute	15	20
Welding Morgan County	15	20
Building Construction Technology	20	40
Industrial Maintenance	20	40
EMT/AEMT Morgan and Fentress Counties	30	
<b>Total</b>	<b>140</b>	<b>200</b>



## Memorandum of Understanding

This Memorandum of Understanding (MOU) is between the East Tennessee Labor and Workforce Board (ETLWB) and the Tennessee College of Applied Technology Oneida/Huntsville. ETLWB offers its support to the GIVE Grant being submitted by the TCAT Oneida/Huntsville.

American Job Centers located in Morgan County and Scott County will assist in the development of the Work Based Learning program that will be established as a result of the grant funding. The ETLWDB will commit OJT funding for qualified students who are enrolled in paid Work Based Learning opportunities. Additionally, ETLWB will commit to assist with funding for WIOA-eligible students enrolled in the new training programs funded as a result of the GIVE Grant. The local workforce staff commits to assist in recruiting students and in finding employment that provides a livable wage once clients finish their program of study.

 9/4/19  
\_\_\_\_\_  
Bill Walker  
Executive Director, ETLWDB

  
\_\_\_\_\_  
Dwight Murphy  
TCAT Oneida/Huntsville President

# Appendices XII

## Letters from the Chamber of Commerce for Scott, Morgan and Fentress County

Appendices XII: Signed MOUs with the Collaborative Members from:

- Fentress
- Scott
- Morgan



114 CENTRAL AVENUE WEST • P.O. Box 1294  
JAMESTOWN, TN 38556

931-879-9948

FAX: 931-879-6767  
[www.jamestowntn.org](http://www.jamestowntn.org)

Dear Mr. Murphy,

The Fentress County Chamber of Commerce is very excited about the efforts by the Tennessee College of Applied Technology Oneida/Huntsville to expand post-secondary training in our county. We have large cow/calf operations, green houses, cattle backgrounding operations as well as row crops. Several of our farmers are getting into hemp production. The timber industry employs a lot of Fentress Countians in jobs such as timber cutting, logging and lumber production. While Clarkrange High School and York Institute have very strong vocational agriculture programs, the graduates do not have an opportunity to access post-secondary training in Agriculture, short of getting a Bachelor's degree from one of the major universities. Many of our younger men and women can earn an excellent living in Fentress County by working at one of the many available agriculture occupations.

The proposed Welding Technology program funded by the GIVE Grant will provide our local citizens with the skills necessary to work locally or commute to the available high wage, high demand jobs in the adjoining counties of Putnam, Overton, Scott and Cumberland.

Lack of available EMT/AEMTs has become a critical need in Fentress County. Our hospital closed and our ambulance authority's workload has greatly increased because now all patients are being transported out of the county. Having training locally in Fentress County will assure we address the need for additional EMT/AEMTs.

Our home health agencies are in great need of additional Certified Nurse Assistants. Many are offering a significant signing bonus to attract more licensed CNAs. Having a CNA class three times a year at York Institute will assure we have more available CNAs.

In closing, thank you for the commitment of the Tennessee College of Applied Technology Oneida/Huntsville to address the most needed training for the residents in the Fentress County. The programs requested in the GIVE Grant will assure that our residents have a better opportunity to earn a livable wage and stay in Fentress County.

Sincerely,

A handwritten signature in black ink that reads "Leann Smith".

Leann Smith  
Executive Director

***"People for progress in YOUR community"***



12025 Scott Highway, Helenwood, TN 37755  
423-663-6900

March 5, 2019

President Dwight Murphy  
TCAT Huntsville/Oneida  
355 Scott High Drive  
Huntsville, TN 37756

Dear President Murphy,

The Scott County Chamber and Industrial Board of Scott County wish to go on record in support of the GIVE Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. Scott County is one of Governor Lee's distressed counties and we believe that technical skills training is one of the best things that can be done to reverse the lower standard of living for these in these communities. High wage jobs are available in this county, but our people do not have the skills necessary to fill these vacancies. All of our largest manufacturing companies and allied health providers are needing employees immediately. I have listed just a few of the companies hiring at this present time.

- Great Dane – Trailers
  - Skills Needed:
    - Welders
      - Industrial Maintenance Technicians
      - General Laborers
- Tennier Industries
  - Skills Needed:
    - Sewers
    - Machine Mechanics
    - Industrial Maintenance Technicians
- JDS Technologies
  - Skills Needed:
    - Plastic Injection Machine Operators
    - Plastic Injection Mold Technician
    - CNC Operator
    - Industrial Maintenance Technicians



- Takahata
  - Skills Needed:
    - Plastic Injection Machine Operator
    - Plastic Injection Mold Repair
    - Industrial Maintenance Technicians
- Nursing Homes and Home Health Agencies
  - Skills Needed:
    - Certified Nurse Assistants
- Ambulance Services (Across the region)
  - Skills Needed:
    - Paramedics
    - EMTs
- Construction Companies
  - Skills Needed:
    - Masons
    - Electricians
    - Carpenters
    - Framers

The training programs that will be funded by the GIVE Grant Funding will assist in this ever growing "skills gap". It will be a major help to the Drive to 55 Initiative by providing more skills, certificates and diplomas. Most importantly, training provided by this grant will help lift Scott County out of the distressed counties category by expanding the skilled labor force and raising household income. All of these employers provide jobs that are paying a livable wage.

Sincerely,



Stacey Swann  
Executive Director



## MORGAN COUNTY CHAMBER OF COMMERCE

3804 MORGAN COUNTY HWY. • PO BOX 539 • WARTBURG, TN 37887 • (423) 346-5740 • FAX (423) 346-9707 • WEB: MORGANCOUNTYCHAMBER.COM

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August 27, 2019

Dear President Murphy,

The Morgan County Chamber fully supports the GIVE Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. If funded, the grant will provide critical skills training in programs that will equip our citizens to obtain high wage jobs in Morgan County or the adjacent counties. Our largest employer in Morgan County, other than the Schools and government, is Morgan County Regional Correctional Complex. The prison is having a very difficult time hiring enough correctional officers to keep the prison fully staffed. Offering a Criminal Justice: Correctional Officer post-secondary program in Morgan County that will dual enroll Morgan County high school students taking Criminal Justice will create a pipeline to help fill this gap.

The proposed grant funding of Industrial Maintenance/Mechatronics program with an emphasis in Plastic Injection Molding will provide job opportunities for Morgan County residents at the largest manufacturers in our neighboring Anderson and Scott Counties. Many of our residents presently work at Eagle Bend, SL Tennessee, Aisen, Takahata and JDS. With the proposed skills training, more Morgan Countians will be able to find high wage jobs that provide a livable wage.

Offering an EMT/AEMT program one time a year in Morgan County will help fill the huge demand by local ambulance authorities. All of our surrounding counties have a critical need for additional EMTs/AEMTs and paramedics. Since Morgan County does not have a hospital, all of our emergencies are having to be transported out to other health care facilities which increase the demand on EMT/AEMTs.

The proposal to offer a Certified Nursing Assistant program three times per year will help fill a skills need at area nursing homes and health agencies. Many of the allied health providers are so desperate for employees they are offering large signing bonuses for CNAs. In closing, the programs identified by the TCAT Oneida/Huntsville for GIVE Grant funding are among the highest priorities for Morgan County. Students that complete these TCAT O/H training programs will be able to obtain high wage jobs in high demand fields. If you have questions, please feel free to contact me.

Respectfully,

Bridget DeFee  
Executive Director

# Appendices XIII

## Tennessee Work Ethics Diploma

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NAME



Understanding the importance a strong work ethic will have on my future success, I hereby dedicate myself to earning the Work Ethic Diploma during my senior year of high school.

---

STUDENT SIGNATURE

# Appendices XIV

## Governing Board

## **Fentress**

- Jimmy Johnson – County Executive
- Joseph Miller – York Institute
- John Gunter – Fentress County Agent
- Bob Bledsoe – Bledsoe Farms
- McCash Diverse

## **Morgan**

- Brian Langley – County Executive
- Dan Shoemaker – CTE Director Morgan County Schools
- Mike Parris – Warden Morgan County Regional Correctional Complex
- Wayne Potter – Morgan County Sheriff
- Ambulance Authority

## **Scott**

- Jeff Tibbals – County Mayor
- Mike Slaven – Takahata Precision
- Ruthie Mullett – JDS Technologies
- Ronnie Wilson – Construction

# Appendices XV

## Dual Enrollment and Post-Secondary Enrollment

<b>Program</b>	<b>Post-Secondary</b>	<b>Secondary</b>
Farm Operations Technology	20	40
Criminal Justice: Correctional Officer	20	20
Welding Fentress County	15	10
Welding York Institute	15	20
Welding Morgan County	15	20
Building Construction Technology	20	40
Industrial Maintenance	20	40
EMT/AEMT Morgan and Fentress Counties	30	
<b>Total</b>	<b>140</b>	<b>200</b>